

**PENGARUH PENGAWASAN PELATIHAN DAN MOTIVASI KERJA  
TERHADAP KINERJA KARYAWAN PADA HOTEL UDARA BALI YOGA  
DETOX & SPA, BALI**

**ABSTRAK**

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Kinerja yang baik adalah pekerjaan yang dilakukan secara maksimal sesuai dengan standart kinerja yang mendukung tujuan perusahaan. Pentingnya meningkatkan kinerja pegawai akan membawa dampak positif dan kemajuan bagi perusahaan serta membawa kemajuan bagi perusahaan atau perusahaan. Kinerja pegawai dipengaruhi banyak faktor seperti pengawasan, pelatihan dan motivasi kerja.

Penelitian ini bertujuan untuk mengetahui pengaruh pengawasan, pelatihan dan motivasi kerja secara parsial dan simultan terhadap kinerja karyawan. Lokasi penelitian ini pada Hotel Udara Bali Yoga Detox & Spa Populasi menggunakan karyawan Hotel Udara Bali Yoga Detox & Spa dan sampel sebanyak 45 karyawan. Teknik analisis data menggunakan Uji Validitas, Uji Reabilitas, Uji Asumsi Klasik, Anaisis Regresi Linier Berganda, Uji Korelasi Berganda, Koefisien Determinasi, Uji F dan Uji t.

Dari hasil penelitian diperoleh hasil pengawasan berpengaruh positif dan signifikan terhadap kinerja karyawan, pelatihan berpengaruh positif dan signifikan terhadap kinerja karyawan, dan motivasi kerja berpengaruh positif dan signifikan terhadap kinerja karyawan. Besarnya pengaruh pengawasan, pelatihan dan motivasi kerja terhadap kinerja karyawan adalah 54,1%. Saran yang dapat diberikan peneliti adalah Hotel Udara Bali Yoga Detox & Spa diharapkan selalu mengawasi karyawan dalam bekerja, dalam memberikan pelatihan menggunakan materi yang sesuai, instruktur yang berpengalaman dan memberikan pelatihan secara rutin, memberikan gaji sesuai dengan kontribusi yang telah diberikan karyawan kepada perusahaan.

**Kata Kunci: Pengawasan, Pelatihan, Motivasi Kerja, Kinerja Karyawan**

**THE EFFECT OF SUPERVISION, TRAINING AND WORK MOTIVATION  
ON EMPLOYEE PERFORMANCE AT UDARA BALI YOGA DETOX & SPA  
HOTEL IN BADUNG REGENCY**

**Abstract**

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*Good performance is work done optimally in accordance with performance standards that support company goals. The importance of improving employee performance will have a positive impact and progress for the company and bring progress to the company. Employee performance is influenced by many factors such as supervision, training and work motivation. This study aims to determine the effect of supervision, training and work motivation partially and simultaneously on employee performance.*

*This study aims to determine the effect of supervision, training and work motivation on employee performance. The location of this research is Udara Bali Yoga Detox & Spa Hotel. This study uses a saturated sampling method, where the entire population is used as a sample of 45 employees. Data analysis techniques using validity test, reliability test, classical assumption test, multiple linear regression analysis, multiple correlation test, coefficient of determination, F test and t test.*

*Based on the research results, it was found that the results of supervision had a positive and significant effect on employee performance at Udara Bali Yoga Detox & Spa Hotel, training had a positive and significant effect on employee performance at Udara Bali Yoga Detox & Spa Hotel, and work motivation had a positive and significant effect on employee performance at Udara Bali Yoga Detox & Spa Hotel. The magnitude of the influence of supervision, training and work motivation on employee performance is 54.1%. Suggestions that can be given by researchers are that Udara Bali Yoga Detox & Spa Hotel is expected to always supervise employees at work, in providing training using appropriate materials, experienced instructors and providing regular training, providing salaries in accordance with the contributions that employees have made to the company.*

**Keywords: Supervision, Training, Work Motivation, Employee Performance.**